

# HOUSE BILL No. 1148

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 20-28-9-1.5.

**Synopsis:** Additional teacher's salary. Provides that a school corporation may provide an increase or increment in a local salary range for a teacher that attains a master's or doctorate degree.

**Effective:** July 1, 2016.

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## Smith V

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January 7, 2016, read first time and referred to Committee on Education.

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Second Regular Session of the 119th General Assembly (2016)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2015 Regular Session of the General Assembly.

## HOUSE BILL No. 1148

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A BILL FOR AN ACT to amend the Indiana Code concerning education.

*Be it enacted by the General Assembly of the State of Indiana:*

1 SECTION 1. IC 20-28-9-1.5, AS AMENDED BY P.L.213-2015,  
2 SECTION 179, IS AMENDED TO READ AS FOLLOWS  
3 [EFFECTIVE JULY 1, 2016]: Sec. 1.5. (a) This subsection governs  
4 salary increases for a teacher employed by a school corporation.  
5 Compensation attributable to additional degrees or graduate credits  
6 earned before the effective date of a local compensation plan created  
7 under this chapter before July 1, 2015, shall continue for school years  
8 beginning after June 30, 2015. Compensation attributable to additional  
9 degrees for which a teacher has started course work before July 1,  
10 2011, and completed course work before September 2, 2014, shall also  
11 continue for school years beginning after June 30, 2015. For school  
12 years beginning after June 30, 2015, a school corporation may provide  
13 a supplemental payment to a teacher in excess of the salary specified  
14 in the school corporation's compensation plan if the teacher has earned  
15 a master's degree from an accredited postsecondary educational  
16 institution in a content area directly related to the subject matter of:  
17 (1) a dual credit course; or



- 1 (2) another course;  
 2 taught by the teacher. In addition, a supplemental payment may be  
 3 made to an elementary school teacher who earns a master's degree in  
 4 math or reading and literacy. A supplement provided under this  
 5 subsection is not subject to collective bargaining, but a discussion of  
 6 the supplement must be held. Such a supplement is in addition to any  
 7 increase permitted under subsection (b).  
 8 (b) Increases or increments in a local salary range must be based  
 9 upon a combination of the following factors:  
 10 (1) A combination of the following factors taken together may  
 11 account for not more than thirty-three percent (33%) of the  
 12 calculation used to determine a teacher's increase or increment:  
 13 (A) The number of years of a teacher's experience.  
 14 (B) The attainment of either:  
 15 (i) additional content area **bachelor** degrees beyond the  
 16 requirements for employment; or  
 17 (ii) additional content area **bachelor** degrees and credit  
 18 hours beyond the requirements for employment, if required  
 19 under an agreement bargained under IC 20-29.  
 20 (2) The results of an evaluation conducted under IC 20-28-11.5.  
 21 **(3) The attainment of a master's or doctorate degree.**  
 22 ~~(3)~~ **(4)** The assignment of instructional leadership roles, including  
 23 the responsibility for conducting evaluations under IC 20-28-11.5.  
 24 ~~(4)~~ **(5)** The academic needs of students in the school corporation.  
 25 (c) A teacher rated ineffective or improvement necessary under  
 26 IC 20-28-11.5 may not receive any raise or increment for the following  
 27 year if the teacher's employment contract is continued. The amount that  
 28 would otherwise have been allocated for the salary increase of teachers  
 29 rated ineffective or improvement necessary shall be allocated for  
 30 compensation of all teachers rated effective and highly effective based  
 31 on the criteria in subsection (b).  
 32 (d) A teacher who does not receive a raise or increment under  
 33 subsection (c) may file a request with the superintendent or  
 34 superintendent's designee not later than five (5) days after receiving  
 35 notice that the teacher received a rating of ineffective. The teacher is  
 36 entitled to a private conference with the superintendent or  
 37 superintendent's designee.  
 38 (e) The department shall publish a model compensation plan with  
 39 a model salary range that a school corporation may adopt. Before July  
 40 1, 2015, the department may modify the model compensation plan, as  
 41 needed, to comply with subsection (f).  
 42 (f) Each school corporation shall submit its local compensation plan



1 to the department. For a school year beginning after June 30, 2015, a  
2 local compensation plan must specify the range for teacher salaries.  
3 The department shall publish the local compensation plans on the  
4 department's Internet web site.

5 (g) The department shall report any noncompliance with this section  
6 to the state board.

7 (h) The state board shall take appropriate action to ensure  
8 compliance with this section.

9 (i) This chapter may not be construed to require or allow a school  
10 corporation to decrease the salary of any teacher below the salary the  
11 teacher was earning on or before July 1, 2015, if that decrease would  
12 be made solely to conform to the new compensation plan.

13 (j) After June 30, 2011, all rights, duties, or obligations established  
14 under IC 20-28-9-1 before its repeal are considered rights, duties, or  
15 obligations under this section.

